Approved For Release 2008/12/09 : CIA-RDP78-03097A000200030029-1

CONFIDENTIAL

Executive for Administration and Management 8 July 1948

Assistant Director for Operations

Salary Scales for Non-American (Natives Unclassified) at the FBIB Mediterranean Bureau

1. With the proposed reorganization of the FBIB Mediterranean Bureau and the coming transfer of the Cairo station to Cyprus, it is necessary to establish new salary scales for this Bureau.

2. For the purpose of determining salaries which will be comparable to those paid on Cyprus by other agencies FBIB representatives have made a study and comparison of the salary and allowance scales of the following organizations:

FBIB Mediterranean Bureau, Cairo
American Consulate, Nicosia, Cyprus
Government of Cyprus
Cable and Wireless, Ltd., Cyprus

3. It is believed that the following categories include all unclassified employees which will be needed at the new Cyprus station:

Laborer-Custodian - perform unskilled labor, clean buildings, care for grounds.

Chauffeur-Custodian - drive vehicles and perform building maintenance.

Chauffeur-Mechanic - drive vehicles and perform vehicle repairs and adjustments, with responsibility for proper servicing and care of all vehicles.

Telegraph Clerk - Teletype operator and code monitor.

Payroll and Property Clerk - prepare payrolls, keep property records, and act as custodian of supplies.

Reference Clerk - Maintain and exploit necessary reference material for use of monitors and editors.

Monitors - Monitor voice broadcasts in the approved FBIB monitoring technique.

4. In comparing salaries paid by the Cyprus Government with those of the other agencies listed in paragraph 2 above, the following Government positions have been determined to be comparable with those of FBIB in degree of education, experience, and responsibility:

25X1

This document is part of classified integrated file.
If separated from file, document is unclassified.

CONFIDENTIAL

Approved by Exec for A&M 10 August 48

Approved For Release 2008/12/09 : CIA-RDP78-03097A000200030029-1

Approved For Release 2008/12/09 : CIA-RDP78-03097A000200030029-1

| FBIB | Cyprus Government |
|---|---|
| Payroll and Property Clerk | Clerk, 1st Grade |
| Reference Clerk | Clerk, 1st Grade |
| Monitor | Adm. Asst., 1st and 2nd Grade |

5. Cost of living allowances in addition to salaries are paid by the Cyprus Government and Cable and Wireless, Ltd., to their employees in Cyprus. They are revised periodically in accordance with fluctuations in the local cost of living index. They are now as follows:

Salaries over £74 but not exceeding £216 per year:

| | | |
|---|---|---|
| Basic allowance | | £112. 0.0 per year |
| Family allowance - wife | | 31.14.6 " " |
| " " | 1st child | 15.17.3 " " |
| " " | 2d child | 7.18.6 " " |
| " " | 3d child | 7. 9.3 " " |

Salaries over £216 but not exceeding £360 per year:

| | | |
|---|---|---|
| Basic allowance | | £ 84. 0.0 per year |
| Family allowance - wife | | 31.14.6 " " |
| " " | 1st child | 31.14.6 " " |
| " " | 2d child | 15.17.3 " " |
| " " | 3d child | 15.17.3 " " |

(Provided that an employee whose salary plus basic allowance amounts to less than the salary plus basic allowance of an employee drawing a salary of £216 shall receive a basic allowance of such amount as, with his salary, would give him the same amount as an employee drawing £216 per year.)

Salaries over £360 per year:

| | | |
|---|---|---|
| Basic allowance | | £ 56. 0.0 per year |
| Family allowance - wife | | 31.14.6 " " |
| " " | 1st child | 31.14.6 " " |
| " " | 2d child | 15.17.3 " " |
| " " | 3d child | 15.17.3 " " |

(Provided that an employee whose salary plus basic allowance amounts to less than the salary plus basic allowance of an employee drawing a salary of £360 shall receive a basic allowance of such amount as, with this salary, would give him the same amount as an employee drawing £360 per year.)

6. The Cyprus Government and Cable and Wireless, Ltd., provide for annual salary increases at established rates approximating those recommended in paragraph 9 below.

Approved For Release 2008/12/09 : CIA-RDP78-03097A000200030029-1

Approved For Release 2008/12/09 : CIA-RDP78-03097A000200030029-1

7. Permanent employees of the Cyprus Government and Cable and Wireless, Ltd., receive pensions upon retirement. In comparing these salaries with non-pension salaries, consideration has been given to the value of the pension right to the employee in each case. The comparative figures in paragraph 8 below therefore include the estimated value of the pension right as well as the actual salary paid.

8. The comparative earnings shown below have been computed on the following basis; one Egyptian pound equals $4.15; one Cyprus pound equals $4.03; value of pension rights included where applicable; basic cost of living allowance included where applicable; no family allowance included; starting salary shown for Government and Cable and Wireless positions; annual earnings shown:

| | FBIB Cairo | American Consulate | Cyprus Govt | Cable & Wireless |
|---|---|---|---|---|
| Laborers-Custodians | $ 349 | $ 720 | $ 750 | $ 811 |
| Chauffeur-Custodian | $ 747 | $ 640 | $ 750 | $ 906 |
| Chauffeur-Mechanic | $1494 | - | - | - |
| Payroll and Prep. Clerk | $1494 | $1620 | $1644 | $1862 |
| Reference Clerk | $1494 to $1795 | $1620 | $1644 | - |
| Monitor | $1494 to $1795 | - | $1971 | - |
| Monitor, Head of Language Section | $1993 to $2092 | - | $2517 | - |

9. It is recommended that:

a. FBIB in Cyprus pay non-American (natives unclassified) employees the current cost of living and domestic allowances as established by the Cyprus Government and outlined in paragraph 5 above, or the equivalent, to be subject to the same revisions as the Government allowances.

b. No pension or retirement benefits be granted non-American (natives unclassified) employees.

0 0 2 0 7 0 0

Approved For Release 2008/12/09 : CIA-RDP78-03097A000200030029-1

Approved For Release 2008/12/09 : CIA-RDP78-03097A000200030029-1

e. Non-American (natives unclassified) employees of the Mediterranean Bureau in Cairo who may be transferred to Cyprus be credited for prior service at the annual increase rates shown in f below, in determining their initial salaries in Cyprus.

d. The Chief, FBIS Mediterranean Bureau, be authorized to establish individual salaries within the limits outlined in f below, in accordance with his judgment of each individual's qualifications, background, and value to the organization.

e. Employees be hired for six months probationary periods, following satisfactory completion of which they can be offered two year contracts.

f. Annual remuneration for non-American (natives unclassified) employees of FBIS in Cyprus be established as follows:

| | | | |
|---|---|---|---|
| Laborer-Custodian: | Starting Salary | £ 84 | ($338.52) |
| | Annual Increase | £ 7 | ($ 28.21) |
| | Maximum | £126 | ($507.78) |
| | Cost of Living Basic Allowance | £112 | ($451.36) |
| | Total Starting Salary & Allowance | £196 | ($789.88) |
| Chauffeur-Custodian: | Starting Salary | £110 | ($443.30) |
| | Annual Increase | £ 12 | ($ 48.36) |
| | Maximum | £182 | ($733.46) |
| | Cost of Living Basic Allowance | £112 | ($451.36) |
| | Total Starting Salary & Allowance | £222 | ($894.66) |
| Chauffeur-Mechanic: | Starting Salary | £198 | ($797.94) |
| | Annual Increase | £ 12 | ($ 48.36) |
| | Maximum | £270 | ($1088.10) |
| | Cost of Living Basic Allowance | £112 | ($451.36) |
| | Total Starting Salary & Allowance | £310 | ($1249.30) |

00104823

Approved For Release 2008/12/09 : CIA-RDP78-03097A000200030029-1

Approved For Release 2008/12/09 : CIA-RDP78-03097A000200030029-1

**Telegraph Clerk:** Rates established by Cable and Wireless, Ltd.:

| | 3d Class | | 2d Class | | 1st Class | |
|---|---|---|---|---|---|---|
| Starting Salary | £144 | ($580.32) | £198 | ($797.94) | £288 | ($1160.64) |
| Annual Increase | £ 12 | ($ 48.36) | £ 18 | ($ 72.54) | £ 18 | ($ 72.54) |
| Maximum | £192 | ($773.76) | £270 | ($1088.10) | £360 | ($1450.80) |
| Cost of Living Basic Allowance | £112 | ($451.36) | £112 | ($ 451.36) | £ 84 | ($ 338.52) |
| Total Starting Salary & Allowance | £256 | ($1031.68) | £310 | ($1249.30) | £372 | ($1499.16) |

| | | | |
|---|---|---|---|
| **Payroll and Property Clerk:** | Starting Salary | £360 | ($1450.80) |
| | Annual Increase | £ 18 | ($ 72.54) |
| | Maximum | £468 | ($1886.04) |
| | Cost of Living Basic Allowance | £ 84 | ($ 338.52) |
| | Total Starting Salary & Allowance | £444 | ($1789.32) |
| **Reference Clerk:** | Starting Salary | £420 | ($1692.60) |
| | Annual Increase | £ 18 | ($ 72.54) |
| | Maximum | £528 | ($2127.84) |
| | Cost of Living Basic Allowance | £ 35 | ($ 141.05) |
| | Total Starting Salary & Allowance | £455 | ($1833.65) |
| **Monitor:** | Lower Limit Starting Salary | £460 | ($1853.80) |
| | Annual Increase | £ 24 | ($ 96.72) |
| | Maximum | £604 | ($2434.12) |
| | Cost of Living Basic Allowance | £ 35 | ($ 141.05) |
| | Total Starting Salary & Allowance | £495 | ($1994.85) |
| | Upper Limit Starting Salary | £604 | ($2434.12) |
| | Annual Increase | £ 24 | ($ 96.72) |
| | Maximum | £748 | ($3014.44) |

00104923 0

Approved For Release 2008/12/09 : CIA-RDP78-03097A000200030029-1

Approved For Release 2008/12/09 : CIA-RDP78-03097A000200030029-1

Monitor (con't)

| | | |
|---|---|---|
| Cost of Living Basic Allowance | $ 55 | ($ 141.05) |
| Total Starting Salary & Allowance | $839 | ($2575.17) |

g. Allowances for married employees be paid in accordance with current Cyprus Government scales, as outlined in paragraph 5 above.

10. It is requested that the above recommendations be acted upon with the least practicable delay in order that recruiting for the new Cyprus station may be started.

/s/

25X1

[redacted]

OO/FB

LKW:hmq

Addressee: Orig and 1
OO - 2
Ret. to FBIB - 1
Admin. Off. - 1

00102529 0

Approved For Release 2008/12/09 : CIA-RDP78-03097A000200030029-1